Peer Review Recommendations	ITD Actions	Action Complete
Strengthen Team Building		
	• Facilitate team-building training with Dr. Tom DeCoster	✔
	• Continue annual leadership academy	✔
Strengthen Strategic Planning		
	• Each section and district have developed action plans	✔
	• Will set performance goals	
	• Will perform strength, weakness, opportunity, and threat analysis	
	• Will incorporate strategic goals into employee performance plans	
	• Will hold outreach meetings with employees	
Communicate Decentralization Plans		
	• Chief Engineer will develop guidance document to cover the role of staff at ITD headquarters and districts	
	• Guidance document will further address what will stay centralized and what will be decentralized	
Improve Staff Resources		
	• Compensation Team is studying compression and job classifications and will provide a report to the IT Board this summer	✔
	• Employee Recognition Team is studying options for rewarding employees	✔
Enhance Professional Development		
	• Require management and supervisory training on employee performance plans	
	•This training will be required for promotions	
Increase the Focus on Maintenance		
	• Emphasize as a priority to District Engineers	✔
	• Recently filled the Maintenance Manager position	✔
Implement Management Information Systems		
	• Project-management pilot project underway in District 6	✔
	• Research project, began in January 2008, is studying pavement management, maintenance management, and GIS Systems	✔
	• These systems will all require funding	✔
Improve Department-wide Communications		
	• Continue ongoing employee meetings	✔
	• Conduct and publish results of employee survey	✔
	• Hold department-wide manager meetings	
	• Develop process to share best practices and lessons learned	
Communicate Practical Design		
	• Former Chief Engineer is developing a best practices manual	✔
	• When the manual is finished, we will hold training sessions	
	• Will hold session at the Statewide Project Development Conference in April 2009	✔
Reward Innovation		
	• Employee Recognition team is studying processes and methods to reward employee innovation	✔
	• IT Board tours and meetings will place a greater emphasis on employee innovation	✔